United Nations E/2015/NGO/49

Economic and Social Council

Distr.: General
1 June 2015

Original: English

2015 session
21 July 2014-22 July 2015
Agenda item 5 (c)
High-level segment: annual ministerial review

Statement submitted by Federación Española de Mujeres Directivas, Ejecutivas, Profesionales y Empresarias, a non-governmental organization in consultative status with the Economic and Social Council*

The Secretary-General has received the following statement, which is being circulated in accordance with paragraphs 30 and 31 of Economic and Social Council resolution 1996/31.

* The present statement is being issued without formal editing.

15-08600 (E) 180615

Please recycle

Statement

Since 1991 our work has focused on the improvement of opportunities for women in the Spanish economic and political context. We have become a reference in Spain in representing and defending the rights of professional, managerial and entrepreneur women.

Within the social diagnosis and tools aimed at achieving the Millennium Development Goals on equal opportunities, we brings our own vision on how to route the collective efforts of the Spanish civil society, applicable to European and global context. Thus, we are convinced that the momentum of female leadership in any field or economic aspect is key for building a decent professional environment and according to the worth of women also provides an horizon of sustainable growth and a transformation of business system with clear influence on society and communities where these companies operate.

Having more women in corporate management bodies, according to various studies and our own experience, is synonymous of profitability, productivity and greater wealth redistribution. Likewise, this feminine critical mass in our leadership is an added control to compliance with fiscal and legal obligations of business entities.

Therefore, we insist that governments, associations, companies or individuals must internalize the objective advantages of using instruments to correct gender inequality in their structures. The ultimate goal is an equal distribution between men and women, both positions of responsibility and decision making, and the obligations and domestic and derived childcare or greater responsibilities.

Our challenge is to build a new society. Our proposal is to empower women by ensuring that they can develop their career and job promotion without any barrier. Similarly, we are confident that women will be the best ambassadors for the new positions of power within the company to turn around and actually correcting those scenarios that prevent the normalization of female promotion to managerial positions.

Therefore, we need to implement specific plans to change the work culture of companies with concrete strategies to make a review, evaluation and consideration of the reality of work and equality within business structures. We need to improve trust and visibility. Training, social awareness and political work from civil society are three essential pillars, too, to address the solvency and depth that this transformation in the social sphere that has to be structural and plural.

Female leadership has to be represented by many women, being the most visible exceptions of powerful women, a model or example to extend, not the solution to the lack of women in these positions, in short we are more than 50% of the population and we are prepared and we can choose to different positions, diversity is synonymous with profitability and sustainability.